Survey Complete

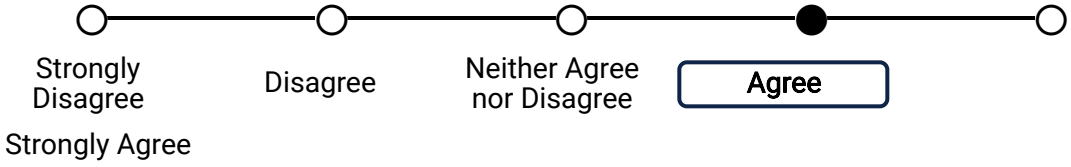
This self-assessment is intended to help you reflect on whether you have a strong internal motivation to lead other people. Since one of the four major dimensions of a manager's responsibilities is to be a leader (along with planning, organizing, and controlling), it makes sense that you would be a better manager if you have a strong motivation to lead.

Source: Adapted from K. Y. Chan and F. Drasgow, "Toward a Theory of Individual Differences and Leadership: Understanding the Motivation to Lead," *Journal of Applied Psychology*, June 2001, pp. 481–498.

For each of the statements listed in this self-assessment, select the response that best characterizes the extent to which you agree or disagree with the statement. After completing the self-assessment, read the feedback that explains how to understand your score and interpret your results.

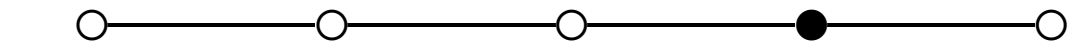
You must respond to all statements in order to receive full credit for this self-assessment activity.

1. **Most of the time I prefer being a leader rather than a follower when working in a group.**



2. **I am definitely a leader by nature.**

3. **I have a tendency to take charge in most groups or teams that I work in.**



Strongly Disagree | Disagree | Neither Agree nor Disagree | **Agree** | Strongly Agree

4. I am seldom reluctant to be the leader of a group.

Strongly Disagree | Disagree | **Neither Agree nor Disagree** | Agree | Strongly Agree

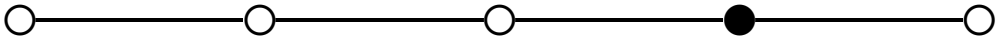
5. I would agree to lead others even if there are no other special rewards or benefits with that role.

Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | **Strongly Agree**

6. If I agree to lead a group, I would never expect any advantages or special benefits.

Strongly Disagree | Disagree | Neither Agree nor Disagree | **Agree** | Strongly Agree

7. I feel that I have a duty to lead others if I am asked.



Strongly Disagree | Disagree | Neither Agree nor Disagree | **Agree** | Strongly Agree

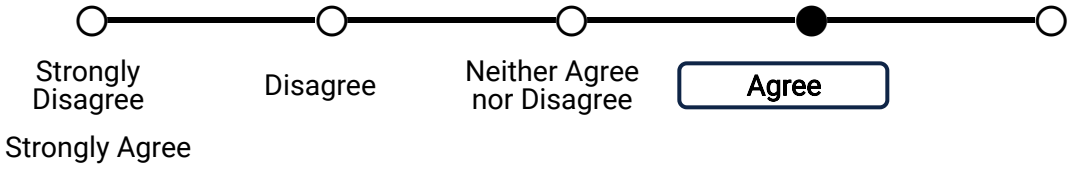
8. I agree to lead whenever I am asked or nominated by the other members.

Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | **Strongly Agree**

9. I was taught to believe in the value of leading others.

Strongly Disagree | Disagree | Neither Agree nor Disagree | **Agree** | Strongly Agree

10. It is an honor and privilege to be asked to lead.



Score

Range	
38 to 50	You may have high motivation to lead.

Research shows that there are three dimensions to the motivation to lead. The first dimension is the extent to which you see yourself as a leader and the extent to which you find yourself accepting or pursuing leadership positions. One of the truisms in life is that past behavior is the best predictor of future behavior. If you find that others see you as a leader (for instance, you have been asked to lead a student organization or you have been voted as a team captain), then there is a strong possibility that you will desire to be in leadership positions in the future. Items 1 through 4 are related to this dimension.

The second dimension is the extent to which you are willing to act in a leadership role even when there is no clear reward for doing so. For example, if you have found yourself willing to spend extra time to help organize group activities or to be prepared to run a meeting even if there is no compensation (money, class credit) for doing these things, then this suggests that you have a strong internal motivation to lead. Items 5 through 7 are related to this dimension.

The third dimension is the extent to which you respond positively when you are asked to lead and the extent to which you think that you have a duty to provide leadership when the opportunity presents itself. Research shows that people who have these thoughts and beliefs are more likely to be successful leaders. Items 8 through 10 are related to this dimension.

If you have a history of leadership, and you have found those experiences to be fun and rewarding, then you likely have higher scores on this self-assessment. You can be confident that you are building a good foundation for future leadership responsibilities.

If your score on this assessment is lower than you hoped or expected, it may be that you have not had the opportunity to test whether you would be a good leader or not. If you have the desire to assume managerial and leadership responsibilities in the future, you should seek out opportunities for leadership right now. Your university or college probably has a number of possibilities for this. There are student organizations, varsity and intramural athletic teams, student life positions, and many more. Outside of higher education, you might have a job in which you can pursue leadership positions, even in small ways. Or you might belong to a social organization in which you can seek out leadership positions. In short, the best way to see if you have the motivation to lead is to actually lead and see how it goes.

As this course proceeds, you will learn many things that are associated with quality management and leadership. Research shows that people can learn to be good leaders if they have the motivation and opportunity. Take the things that you read about in the text, and that you learn about and discuss in class, and put them into practice wherever and whenever you can.

Remember that your score on this self-assessment, while it is helpful for self-understanding, should not be over-interpreted. First, every person is complex and it is impossible to fully capture the unique person that you are in a short self-assessment. Second, many people find that their preferences for leadership change over time, or that they come to understand what their actual leadership capabilities are only later in life. Third, leadership takes on a wide variety of forms. For example, being a leader in a social service agency has different dimentions than being a leader in a law enforcement department. In short, if you scored lower on this assessment than you hoped, and you are disappointed by that result, that disappointment in and of itself might be evidence that you are motivated to lead. How you perform in leadership situations, and how much you like leading, will be a better indicator of leadership than this, or any other, survey.